



DEPARTMENT OF HEALTH & HUMAN SERVICES

Public Health Service

Indian Health Service
Rockville MD 20857

.MAR 15 1995

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TO: Indian Health Service Employees

FROM: Director


SUBJECT: Policy on Recruitment, Retention and Promotion of Persons with Disabilities

The mission of the Indian Health Service (IHS) is to provide a quality health services delivery system for American Indians and Alaska Natives. My vision is for a new IHS, an IHS that continues to be the best primary care, rural health system in the world. Our goal is to raise the health status of American Indians and Alaska Natives to the highest possible level. !

In seeking qualified persons to accomplish *this* objective, I encourage agency selecting officials to recruit and fully consider individuals with disabilities, including disabled veterans, when hiring and promotion opportunities occur. IHS employees with disabilities must have equal access to career development and promotion opportunities, and must be provided with reasonable accommodation to conduct their work as provided for by the Rehabilitation Act of 1973 as amended (29 U.S.C. 791). I am particularly concerned with agency policies that unnecessarily exclude or limit persons with disabilities because of job structure or design, or because of architectural, transportation, communication, procedural, or attitudinal barriers.

I am fully committed to ensuring that the MS, as a model employer, make every effort to recruit, hire and promote qualified people with disabilities. You are reminded that I consider this function to be an integral part of the equal employment opportunity critical performance appraisal element for all agency supervisors and managers.

If you have any questions or need additional information regarding the recruitment, hiring, promotion, or accommodation of persons with disabilities, please call Mr. Barry S. Pokrass, Program Manager, Employment of Persons with Disabilities, Office of Equal Employment Opportunity and Civil Rights, at 301-443-2700 (voice) or 301-480-9054 (TTY).


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